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. . . . The 24th meeting of the CIA RETIREMENT BOARD
convened at 2:00 p.m. on Tuesday, 9 November 1965, in 5E62 Headquarters,
with the following present:

25X1A9a



25X1A9a

Mr. Alan M. Warfield, DDS Member



25X1A9a



The meeting is called to order.
have
I believe you all/copies of the Minutes. May

I have a motion for their approval, or correction, or comment?

MR. WARFIELD: I move the Minutes be approved.

25X1A9a



Coming to this week's agenda, I spoke
on the telephone with Mr. Echols and he suggested that we defer action on
item A and continue it on the agenda until it is ready for consideration. The
Office of Security has requested this because they are not yet prepared to
submit the data requested by the Board.

MR. WARFIELD: Doesn't that also apply to D, then?

25X1A9a



Would you like to comment on this, Harry?

25X1A9a



Well, as I said before this meeting, I
called Jim -- because, unfortunately, I missed two meetings -- I was thinking
of not putting it on, if we are waiting for a sort of DDP general evaluation. I
certainly had no intention of trying to push for a special decision for him --
but he comes the closest, of any of our people, in meeting a sort of case
officer type category.

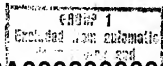
25X1A9a



As I said before the meeting, the DDP
has all the comments from the various components on this question of domestic

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service. They are all expressed in rather general terms, and trying to reduce it to any kind of precise criteria is very difficult indeed.

25X1A9a

[REDACTED] It must be a very difficult thing.

[REDACTED] But we are going to come forward with some statement, and I would say it would be within two weeks.

25X1A9a

[REDACTED] couple of weeks.

[REDACTED] It certainly won't hurt [REDACTED] to wait a

25X1A9a

[REDACTED] This is some criteria that can be generally applied to future cases that come up?

25X1A9a

[REDACTED] That is what we are trying to do. Now, how successful we are going to be in that effort, I don't know. But our general thought was to try to come up with some sort of criteria that at least from the DDP Career Service Board's viewpoint would be criteria which also might be used by this Board.

25X1A9a

[REDACTED] I think it would be well if we could agree on criteria and then attempt, in future cases, to apply those to the individual cases--

25X1A9a

[REDACTED] It's going to be loose--

[REDACTED] But I can think of some of our questioning of people who have been here which sort of leads you to our thinking of what might have qualified them. For example, this one ~~young~~ young lady I

25X1C2a

[REDACTED] don't think would qualify.

25X1A9a

[REDACTED] Well, if it's all right with you, then,

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we will defer action on item D until a later date -- keeping it on the agenda until it is acted upon.

Item B is now up for consideration. We have two individuals applying for voluntary retirement. There seems to be no question that they are qualified, and the Career Board has recommended favorable action on their requests. I would appreciate a motion or comment.

MR. WARFIELD: I move that [REDACTED] and Mr. 25X1A9a

25X1A9a [REDACTED] be designated as participants -- oh, they are participants -- move that we concur in their retirement.

25X1A9a [REDACTED] Second.

. . . . This motion was then passed

25X1A9a [REDACTED] Gerry, may I ask one question here. Do we have some running statistics -- when is our anniversary date? - what is the year? when does the year start? I'm thinking of this number of people that we are supposed to be able to retire in a five year period. I think we addressed ourselves to this once before. What is that date? When does it start?

25X1A9a [REDACTED] 1964 to 1969 - October.

Right.

We have been into it a year already. Are there [REDACTED] any immediately and easily available statistics on how many have retired under the Act?

25X1A9a [REDACTED] Yes, I think I have some.

Harry, if I recall correctly, the figure of 400 was those that are retired up to 1 July 1969 -- so it's not, technically, a five year period.

25X1A9a [REDACTED] Oh, for 1 July 1969.

And the second 400 is for a full five-year period.

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25X1A9a

[REDACTED]
six months to really get going.

I see. We really didn't have that first

25X1A9a

[REDACTED] first
Do the 400 for the [REDACTED] five carry over--
No. That is what I was trying to make
clear, among other points, that it is 400 up to 1 July 1969.

25X1A9a

[REDACTED] Well, in a sense, then, a year and a half --
I mean, we're sort of 15 months into the thing.

25X1A9a

[REDACTED] I can give you a few figures. To the
31st of October we have had nine people retire under this System on a voluntary
basis. The Board has recommended approval of a total of 16, including that
nine.

25X1A9a

[REDACTED] So there [REDACTED] were seven others approved
who haven't been retired.

25X1A9a

[REDACTED] We have had two disability retirements.
We have had 11 mandatory retirements as of 31 October. Mandatory retire-
ments - 22 -- 11 have taken place.

25X1A9a

[REDACTED] And 9 pending or have been extended.
Well, a good number have been extended --
roughly ten.

MR. WARFIELD: What does that make a total of -
chargeable against us?

25X1A9a

[REDACTED] That would be 40.
The disabilities are not chargeable to
the 400.
How many mandatories did you say? 22?
22 - right.
So it's a total of 38, and we are past our
1st anniversary, so to speak.

25X1A9a

[REDACTED] There are four or five that have come through
since that date.

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25X1A9a

[REDACTED] I've just been trying to get a feel --

because I've heard statements about within the next two years 100 and some are retiring. I mean, we as a Board haven't seen anything of this magnitude, it seems to me -- and it seems relatively slow -- so I don't know where these statistics come from.

Okay.

25X1A9a

[REDACTED] Item C is an employee who appears to meet the basic criteria for designation as a participant and has 15 or more years of Agency service. He will be subject to mandatory retirement upon designation, and I believe he will be extended until 31 August 1966, which will be final retirement date.

25X1A9a

MR. WARFIELD: I move that [REDACTED] be made a participant and be extended. I would also like to direct the Board's attention to the array of language qualifications he has -- 21 languages!

25X1A9a

[REDACTED] I would also like to invite attention to the discrepancy in his service record between the nomination and the profile --

25X1A6a

not that there is any question about his total overseas service -- but the nomination ~~shows~~ shows him in [REDACTED] in 1948 and the service record shows him in headquarters at that time. And then there was a further discrepancy--

25X1A9a

[REDACTED] We picked up, if you notice, Roger, on the verified service we started with (27 September 1948), at the bottom of the sheet. So you ~~are~~ are absolutely right, that is a conflict -- but we picked it up from the official record.

25X1A9a

[REDACTED] Which is the official record at this point?

What we verify ~~is~~ as qualifying service --

17 months and 22 days. We show that his overseas tour started on 27 September 1948.

25X1A9a

[REDACTED] That is a rather unusual discrepancy -- the nomination shows 143 months, and you end up with 71 months.

25X1A9a

[REDACTED] Keep in mind, now, we are not verifying

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the whole 143 -- only that portion we needed for the 60 months.

25X1A9a

[REDACTED] I see.

You (indicating Mr. Warfield) made a motion?

MR. WARFIELD: Yes.

. . . . This motion was then seconded and passed

25X1A9a

[REDACTED] Now we come to consideration of employees listed in category E, who appear to meet the basic criteria for designation as participants and have 15 or more years of Agency service.

25X1A9a

[REDACTED] I move that all of those listed be offered designation.

MR. WARFIELD: Presumably [REDACTED] -- 25X1A9a

his services are shown in a project -- I assume that these projects are foreign projects? - [REDACTED]

25X1A2d3

25X1A9a

[REDACTED] To the best of my knowledge, they are.

It is overseas service?

I would say so, yes, sir.

The Career Service should show the

actual location rather than the project. That would be helpful in this work.

And there is another one - under G--

25X1A9a

[REDACTED] Do you want to defer action today on this until the Career Service--

25X1A9a

[REDACTED] If we can turn to G for a moment --

25X1A9a [REDACTED] shows nothing but project names and no locations on the nomination form, except the current service.

25X1A9a

[REDACTED] Well, we will consider that one when we come to G.

[REDACTED] Well, if Phil is saying he has verified this and that it is overseas service--

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MR. WARFIELD: Can't we approve it subject to reaffirmation by the Secretary that this is in fact overseas--

for the record.

Career Service--

25X1A9a

the future?

Yes -- and we're referring to Case #16,

Subject to reaffirmation by the

Why don't you do this on these sheets in

This is the first time--

I think it came up before. But this is

sort of the ~~the~~ record document that everybody looks at, and it would seem to be useful to have a statement that such and such service was in fact a foreign post.

25X1A9a

But, you see, the Form 3100 is not my document. This is prepared by the Career Service.

25X1A9a

Yes, but you are the reviewer.

You bet I will in the future.

I think what we would ask is that the

Career Service concerned when they ~~the~~ name a project also name the location, or omit the name of the project, as the case might be, or if there are security considerations involved then I think there ought to be a clear statement that it was overseas service both by the Career Service and by your cross-check, in future cases.

25X1A9a

A possible room for error may lay in the practice which we have encountered in many files in promotion boards covering the period of service of OPC existing as a separate organization before the merger. For reasons that are unknown to me they very frequently listed individuals as at a project in an overseas location, when it fact again and again this turned out to have been in error, that the ~~the~~ individual was connected with the project which was an overseas project but his entire service

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with it was as a headquarters staff officer. So I merely bring this up as a pattern that developed in promotion panels which may cause some trouble.

25X1A9a [REDACTED] have been very well aware of this possibility, and I really have full confidence that they have actually verified that this was overseas in fact -- but it doesn't say so, and it should say so.

25X1A9a [REDACTED] But in the case [REDACTED] indicated - 25X1A9a where perhaps security reasons might preclude this, might I get a statement from the Career Service?

25X1A9a [REDACTED] Yes, that is right -- that it was in fact overseas.

Well, I think we will act, then, on case #16, and then do the verification ex post facto.

There has been a motion. Any support?

25X1A9a [REDACTED] Second.

. . . . This motion was then passed

25X1A9a [REDACTED] Section F is an employee who appears to meet the basic criteria for designation as a participant and will complete 15 years of service on the date indicated, i. e., 1 May 1966, and is therefore subject to review at this time.

25X1A9a [REDACTED] I move we offer to designate when the time comes.

. . . . This motion was then seconded and passed

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EXCERPT from
24th Meeting of CIA RETIREMENT BOARD
on 9 November 1965

25X1A9a

[REDACTED] We come now to category G, and the case mentioned there where a project is shown instead of the overseas service. Are you familiar with the details of this, Jim? Do you want to make any statement here -- or shall we do our verification ex post facto, as we did in the other case in Section E?

25X1A9a

MR. WARFIELD: While we're talking here, I have a question about [REDACTED] who is shown as a [REDACTED] contract agent and a contract employee.

25X1A9a

25X1A9a

[REDACTED] This would have to be verified.
[REDACTED] We can verify that ex post facto, as we did the other -- if that is all right?

25X1A9a

MR. WARFIELD: Yes.
[REDACTED] Now, the question about [REDACTED] 25X1A9a
He has, of course, 93 months to date as a staff officer, so it's academic -- but nevertheless, I think we ought to review it.

John, I believe there were certain categories of individuals that were termed contract agents and contract employees prior to the adoption of a recent nomenclature, who were in fact, career agents? Haven't we asked you for some legal ruling on this?

25X1A9a

[REDACTED] No. I think maybe what you are referring to, Gerry, is on a number of specific cases we have looked at their contract agent service and we have determined that in fact this was as an employee -- a retrospective look at it. I assume this was one of those cases. But again, as we have asked on one of these other cases, this [REDACTED] really should be verified somewhere in the personnel record, because he will want the service -- but we don't need it for this purpose.

25X1A9a

[REDACTED] We will need it for the 15 year review--

[REDACTED] Right -- and I assume possibly this one has been looked at and there is something in the personnel file, but certainly if there isn't, there should be, because why let any more years go by before we get to the people, or whatever, that know about the case.

25X1A9a

[REDACTED] We won't know on these cases until then, so that the Career Service should verify the fact that the individual was in fact an employee--

25X1A9a

[REDACTED] Absolutely so -- and there has been a finding to this effect.

MR. WARFIELD: That shouldn't be too difficult to do, because in those days they all had - what did they call it? an LOA? Letter of Authorization?

25X1A9a

[REDACTED] No; that was something else, Alan. No, in some of these cases they in fact had a contract that said, "You are a contract agent" - but the performance of their duties was not as that, it was as an employee, and therefore we made a finding then that they were in fact employees, regardless of what the document said.

25X1A9a

[REDACTED] There were a large number of these in the SE Division at the time -- for reasons that I don't recall, SE Division had a large number of people they carried as contract who were in fact staff employees.

MR. WARFIELD: That was before the days of ceiling, Jim? or was it after--

25X1A9a

[REDACTED] It was before.

MR. WARFIELD: They were just carried that way for some reason.

25X1A9a

[REDACTED] I think it had to do with their employment in the field instead of employment at headquarters.

25X1A9a

[REDACTED] Are you still on the [REDACTED] case?

25X1A9a

25X1A9a [REDACTED] Yes.

I think there is a letter on this man's record which I think we must refer to General Counsel for current approval. This letter is dated June, 1952, and states that this gentleman, who is on reimburseable detail to another Agency, is in fact a CIA contract employee.

25X1A9a [REDACTED] Oh, yes. Let's look at this case and make sure he gets all his service in here, and get it correctly, because he did have a rather mixed up situation out there.

25X1A9a [REDACTED] Can I bring this case up to you, John -- and I think we can straighten it out.

25X1A9a [REDACTED] We probably can, yes.
I think we can safely designate him, in view of his recent record as a staff employee, but the case will be referred to General Counsel to determine the status of his previous employment - prior to 1957.

25X1A9a [REDACTED] I have a question about [REDACTED] I 25X1A9a
wondered why he is being put up for designation now. He has neither the qualifying service nor the years of Agency service--

25X1A9a [REDACTED] But he has enough time--
He has one year and eight months to get (one month and 20 days).

25X1A9a [REDACTED] My question here is this -- this is the kind of case we redline for the time being until we have some idea about whether we are actually going to assign them--

25X1A9a [REDACTED] I'll tell you, this is a tough one. We finally gave up and said if the man has enough time we will put him in -- because you do get to that question of - if he dies in the meantime you have been depriving his wife of coverage [REDACTED] under what otherwise would have been covered employment. And I think this may be colored a bit by the way we're going sort of backwards. Once we get caught up, as new, young

fellows finish their three years they're going to be caught up in the system. As we get completely caught up we will be hitting the young fellows after three years on duty--

25X1A9a [REDACTED] Would this fellow qualify, were he to die now, for retirement under the Agency system?

25X1A9a [REDACTED] Right. Now all John Tietjen has to do is send [REDACTED] out for two months' TDY and he would have it made.

25X1A9a [REDACTED] But it has been six years since he has done any of this -- and that raises the question - is he actually on a roster

25X1A9a to be--

[REDACTED] He is the most senior medical technician now, and there aren't many overseas jobs for him, and he could be a problem -- but I assume John feels he will get it for him before he is through--

25X1A9a [REDACTED] I think he should feel that way or the recommendation [REDACTED] should never have come in.

25X1A9a [REDACTED] In view of his long period of headquarters duty here since his overseas, it would seem to me there was some doubt about whether he ever intended to qualify--

25X1A9a [REDACTED] We have one young lady, for example, who is in sort of a similar situation, except we would never send her overseas again, so there is no chance of her ever qualifying. Well, we won't send her in. But anyone who has a reasonable chance of getting the coverage, we put in.

25X1A9a [REDACTED] We kept off our alternate member of the Board [REDACTED], who technically should have had time to get the overseas service but it doesn't look like he will, and we kept him off. Did we do wrong in that case?

25X1A9a [REDACTED] But, Karl, weren't you going to review that case? That case was specifically raised here, I think, one time, and I think he said, or you said, that they were going to review his case.

25X1A9a

25X1A9a

[REDACTED] It was discussed between Eck and George [REDACTED]

25X1A9a

[REDACTED] I see no harm in referring this case back to the Medical Staff--

25X1A9a

[REDACTED] They can qualify him at any time after they make the assignment--

25X1A9a

[REDACTED] They may not be aware -- they may assume if the Board passes it on the basis of 58 months and so many days he is safe.

25X1A9a

[REDACTED] would be the same thing -- he has got 10 years and 3 months, so he has four years and nine months to pick up five months -- and his last tour was 1958 through 1962. I think it's a fair assumption that he might do that.

25X1A9a

[REDACTED] I think we also should ask the Career Service in these cases to make a statement to the effect that there is a reasonable chance that the person will go overseas and complete--

25X1A9a

[REDACTED] What is that statement, again, on the back page, that we sign, that says he is now in the type of duty that would qualify him--

25X1A9a

[REDACTED] Based on his career assignment, the past and prospective performance of qualifying service, this employee is recommended for designation as a participant in the CIA Retirement and Disability System. He is serving in a career field which normally requires the performance of qualifying service as an integral part of a career in that field.

25X1A9a

[REDACTED] Now, as I say, as for myself, when I come to that and it's somebody I can't honestly say is going overseas, I don't put him in. It may be difficult for you, Karl, in that you don't have as many places to put them, and therefore the chances are pretty remote--

25X1A9a

[REDACTED] And when a man gets pretty senior, like this one, I think the number of chances would drop off, too [REDACTED] for instance.

25X1A9a

[REDACTED] We had four of these cases last time we sat. In two of them the men didn't have their five years but they could get their five years within 15 -- but they were serving overseas, so it looked like they were going to get it. And the other two cases were exactly like this one, and there were no questions raised -- and I think we all assumed that this was under the 6th criterion, of the six criteria - which say that if you can get your 60 months' qualifying service within 15 years you can be designated.

25X1A9a

[REDACTED] I wasn't present, unfortunately. But I think this does mean I have to go back and do a little review. I hope I haven't made any errors.

25X1A9a

25X1A9a

[REDACTED] This [REDACTED] case is so close, I think it would be a shame if through inadvertence the man failed to qualify when his record is reviewed in another 2 years and 8 months -- and I suggest that the Medical Staff's attention be invited to the fact--

25X1A9a

[REDACTED] I think we are safe in going ahead and approving it on the basis of the designation statement and Mike's comments thereon. I do think, however, that [REDACTED] staff on each one of these cases of this kind should write a memorandum to the career component stating that the Board brings this to their attention, and at least in that way we are taking some active measure not to let it slip by.

25X1A9a

MR. WARFIELD: And that the individual is [REDACTED] physically qualified and there is a reasonable expectation -- I think you could develop a little form letter on it, Phil.

25X1A9a

[REDACTED] Mr. Chairman, in doing so -- and I do not disagree with your proposal -- but you realize you are setting a precedent when we get down to the five and ten year review, we're going to have case after case that we're bringing in where there is a time factor before the next review, in which we will really be in big business -- I would anticipate advising people that their 5th year review is coming up and if they don't get out in the field by the 16th of June they will be removed from the System.

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25X1A9a

[REDACTED] Well, you are just mentioning the magnitude of the problem?

25X1A9a

[REDACTED] Yes.

25X1A9a

[REDACTED] At the same time, isn't it such an important problem that some notice actually should go to the individual or his Career Service from this Board?

25X1A9a

[REDACTED] I would argue that in effect each of the components has somebody represented here, and that is the purpose of having everybody represented, and that whoever is associated with that Service could just notify them orally. I think Jim has a good point here, and we should assume that the Career Services are going to administer their things properly. This Board isn't here to help the administration of the thing.

25X1A9a

[REDACTED] Or I could get in touch with each member of the Board to alert them as to any such cases coming up, so they could address themselves to it at the meeting.

25X1A9a

[REDACTED] If it's worth doing I think it's worth doing with a little form that goes out in writing.

25X1A9a

[REDACTED] It would certainly be a very easily designed form--

25X1A9a

[REDACTED] Part of the procedure even with a young JOT that is brought in, at the time he is brought in unless he is going to the field quite early he will have to be notified that he must get so much time in before his 5th year, and therefore he has got to get out by such a date. I do believe we are going to have to have a bureaucratic way of this (trip wire) for the administration of assignments to the field. If we don't, we're going to get into some very difficult situations.

25X1A9a

[REDACTED] I think I agree with that. Does anybody else have any views on this matter? I think, then, we will refer this to the Director of Personnel for his consideration, and let him come back and state to us whether it's feasible to do this.

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25X1A9a

[REDACTED] I realize I'm sitting here sort of smugly saying - "Well, boy, we in Commo know this" -- but the truth is I haven't called Logistics and I haven't called the Office of Security and said, "You should watch out for this, too." Now maybe what we're talking about is something from Phil or from Eck which points out this general problem to each Career Service -- sort of be on the lookout for this thing. Again, you do sign the thing which says you think the prospects are good that this man will qualify. But they may not really be reading it that carefully, and the time could come around and the guy is out. So maybe some general advice to everybody -- but even including this point Jim makes, the same will be true on the five and ten year reviews--

25X1A9a

[REDACTED] All right, we will lay this before Emmett for his consideration.

25X1A9a

25X1A6a

[REDACTED] One other point on the nomination form -- under location we can assume, I suppose, that all [REDACTED] are qualifying locations? This is not very specific as to where the man was --

25X1A9a

this is [REDACTED] -- and it would be useful to know where he was.

25X1A9a

[REDACTED] Well, I think we can put a reservation on that the way we did on the others, and audit that after the fact -- and presumably the Medical Office in the future will be doing it the same as the DDP and others will be doing it.

Are we prepared to take action subject to the conditions that have been noted? If so, I would appreciate a resolution.

25X1A9a

[REDACTED] I so move, that they all be designated as participants.

MR. WARFIELD: Second.

25X1A9a

. . . . This motion was then passed

[REDACTED] Is there any further business to come before the meeting? (No response.)

. . . . The meeting adjourned at 2:45 p.m.